# IOWA LABOR MARKET

employment and unemployment hours and earnings labor turnover unemployment insurance employment security activities

December 1975

# IOWA EMPLOYMENT SECURITY COMMISSION

Research & Statistics Department

1000 East Grand Avenue Des Moines, Iowa 50319

Commissioners

Abe D. Clayman George A. Lundberg Colleen P. Shearer

## ROSIE THE RIVETER IS BACK TO STAY

The onslaught of World War II at one time threatened to deplete the country's male labor force. During this crisis,

President Franklin Delano Roosevelt commented, "We still and management of management of the still was no management."

His comment was prophetic. For Rosie the Riveter and Stella the Steamfitter and thousands of women like them rolled up their sleeves and stepped into the jobs vacated by men who had gone to war. They boldly filled vacancies traditionally held by men only—and proved they were completely capable of doing the job. Their efforts indicated there was no job they couldn't handle. And their work played an important role in winning the war.

But after the war, things got back to normal with the attitude that "a woman's place is in the home" dominating the nation's thinking. Women relinquished their nontraditional jobs to the returning veterans, thousands of them going back to the duties of homemaking. And those who remained in the labor force—a substantial number—were mainly relegated to low paying jobs.

But times are changing. Once more, women are emerging as competent workers in nontraditional occupations, ready to do "a man's job." As an increasing number of them contribute to or become the sole support of their families, they're asking that they be considered, it qualified, for all job opportunities—not just "women's jobs."

There's no doubt that the entrance of women into the labor market of World War II was dramatic. But it certainly was no more dramatic than today's re-entrance and their struggle for job equality.

### Status in the Labor Force

A record 39% of the nation's labor force is made up of women, 37.4 million strong. Women hold two of every five jobs in the United States and are reported landing an increasing number of higher paying nontraditional jobs.

In lowa, the percentage of women in the labor force is slightly under the national level. Out of a total lowa labor force of 1.3 million, 474,400 or 36.5% are women. And a growing number of lowa's women workers are recognizing the expansion of their job opportunities and are taking or training for nontraditional jobs.

Many are being encouraged to do so.

In 1974, the United States Employment Service issued a plan of action for promoting the employment of women. The plan encouraged State Employment Service agencies

to inform women about nontraditional job opportunities, the training needed to qualify for these jobs and the importance of planning work careers. The plan reminded state agency personnel to remove all references to sex from job orders to avoid limiting applicants for available jobs. The plan also provided special counseling information for women.

These directives are being followed in Iowa. The State Employment Service will continue to encourage and help women get the jobs they need and want.

Although not yet commonplace, women in jobs traditionally held by men are no longer viewed as novelties. Iowa women are now employed in such nontraditional jobs as bank officers, welders, architects, drill operators, police detectives, letter carriers, pharmacists, gas station attendants, company managers, taxi drivers, actuaries, security guards, lathe operators and more.

### Began in the 'Sixties

The women's liberation movement started in the early 1960s and concentrated on changing the way Americans view family, sex and job equality. In only a few years, women have come a long way toward gaining these elements of equality. The gains they have made have become landmarks:

1962—President Kennedy brought an end to discrimination in hiring and promoting federal workers on the basis of sex.

1963—The Equal Pay Act passed by Congress, requiring equal pay to men and women doing similar work.

1964—Congressional action brings passage of the Civil Rights Act, prohibiting discrimination in employment because of sex, race, color, national origin or religion.

1967—An executive order issued by President Johnson bars discrimination in hiring by federal contractors due to sex and other factors.

And in its Civil Rights Act of 1965, as amended, Iowa made it illegal to discriminate in employment on the basis of sex, among other factors.

With these gains—plus the fact that in the past 20 years 17 million women have joined the national labor force compared to less than 12 million men, women's upgrading in the world of work is fairly assured. And if the trend continues, as many women will be in the labor force at the turn of the century as men.

Table I - Iowa Nonagricultural Employment 1/

			officer.		
				Change	From
	45.	Thousan	ds	Oct.	Nov.
				1975	1974
			HENSON I	to	to
	Nov.	Oct.	Nov.	Nov.	Nov.
	1975	1975	1974	1975	1975
The state of the s	1070	1075	10.4	10.0	1010
TOTAL NONAGRICULTURAL	1,027.3	1,029.3	1,018.6	2,000	8,700
MANUFACTURING	234.1	234.8	252.5	- 700	- 18,400
Durable Goods	143.3	143.9	159.0	- 600	- 15,700
Lumber & furniture	9.0	9.1	9.5	- 100	- 500
Stone, clay & glass products	7.0	7.1	7.1	- 100	- 100
Primary metal industries	7.3*	7.3*	9.1*	0	- 1,800
Fabricated metal products	16.1	16.2	18.3	- 100	- 2,200
Machinery (except electrical)	59.3	59.6	65.8	- 300	- 6,500
Farm machinery	28.5	28.6	31.9*	- 100	- 3,400
Construction & related machinery	17.7	17.9	20.0	- 200	- 2,300
Electrical equipment & supplies	25.4	25.6*	27.5	- 200	- 2,100
Transportation equipment	8.1	8.0	9.7	100	- 1,600
Other durable goods 2/	11.0	11.1	12.0*	- 100	- 1,000
Nondurable Goods	90.9	90.9	93.5	0	- 2,600
Food & kindred products	50.2	50.4	51.6	- 200	- 1,400
Meat products	25.4*	25.5*	26.6*	- 100	- 1,200
Grain mill products	11.0	11.0	11.2	0	- 200
Bakery products	3.0	3.0	3.1	0	- 100
Apparel & other textile products	4.1	4.0	4.1	100	0
Paper & allied products	3.8*	3.7*	3.9	100	- 100
Printing & publishing	14.8	14.8	14.8	0	0
Newspapers	6.5	6.6	6.6	- 100	- 100
Chemicals & allied products	6.7	6.7	6.7*	0	0
Rubber & plastics products, nec	9.0	9.0	9.9	0	- 900
Other nondurable goods 3/	2.2	2.2	2.4	0	- 200
NONMANUFACTURING	793.2	794.5	766.1	1,300	27,100
Nonmetallic mining	3.1	3.1	3.1	1 0	0
Contract construction	53.7	55.8	53.1	2,100	600
Transportation & public utilities	55.3	55.2	56.1	1 100	- 800
Railroad transportation	8.4	200000000000000000000000000000000000000	9.6	- 200	- 1,200
Communication	-	8.6	13.2	- 200	- 1,200
Electric, gas & sanitary services	13.0	13.0	10.4	200	200
Wholesale & retail trade	10.6 275.4	256.4	246.6	1.000	10,800
Wholesale trade		A	49.9	- 300	1,800
Retail trade	51.7	52.0	17.5 SE	1,200	8,800
Retail general merchandise	205.6 31.9	204.4 30.6	196.8 31.1	1,300	800
Finance, insurance & real estate	47.0	47.4	46.7	- 400	300
Banking	15.9	15.8	15.4	100	500
Insurance carriers & agents	18.2	18.4	18.5	- 200	- 300
Services	178.6	179.6	171.0	- 1,000	7,600
Medical & other health services	57.0	56.9	54.0	1 100	3,000
Government		Water Control of the	189.4	1,200	8,700
Federal government	198.1	196.9	100000000000000000000000000000000000000	1,200	8,700
State government	20.1	20.1	20.1		and the second second
Local government	47.9	48.0	45.8	- 100	2,100
	130.1	128.8	123.5	1,300	6,600
Persons Involved in Labor-	200	AFF	792	07	404
Management Disputes	368	455	192	- 87	- 424
					77 74 74 15

- 1/ Revised to most current information available at publication. Data include all full and part-time wage and salary workers employed during the week containing the 12th of the month. Proprietors, self-employed, domestic workers and the armed forces are excluded. Detail may not add up to total due to rounding. (March, 1974 benchmark levels)
- 2/ Includes ordnance & accessories, instruments & related products and miscellaneous manufacturing.
- 3/ Includes textile mill products, petroleum & coal products and leather & leather products.
- \* Strike

# \_\_labor market briefs

Seasonal nonmanufacturing EMPLOYMENT declines brought lower nonag totals... with construction and services—particularly recreation and amusement areas—taking year end drops... more than countering holiday increases in the trade industries and expected increases in public schools. Year ago tallies show nonmanufacturing substantially ahead this year. Manufacturing combined a seasonal decline in stone, clay and glass with layoffs in machinery and other minor losses to drop 700 workers over the month. Labor-management disputes brought an employment downturn in food and kindred products. A year ago comparison reveals manufacturing continuing down. Total employment changes show a 2,000 worker loss over the month . . . and a net gain of 8,700 over the year.

The seasonal layoffs in agriculture were primarily responsible for the November unemployment tally of 75,000 workers . . . a 5.3% increase over the October count of 71,200. The UNEMPLOYMENT figure for November 1974 was 36,900 in the state. Iowa's seasonally adjusted UNEMPLOYMENT RATE during November was 6.4% of the labor force . . . compared to 6.9% in October . . . and 3.3% in November a year ago. The unadjusted jobless rate was computed at 5.5% . . . up four-tenths of a percentage point from the 5.1% recorded in October . . . and nearly double the rate of 2.8% established last November.

The state's **CIVILIAN LABOR FORCE**—the combined totals of employed and unemployed workers—numbered 1,365,400 in November . . . 1,385,000 in October . . . and 1,306,800 in November 1974.

Jobless Iowans received \$5,886,349 in **UNEMPLOYMENT INSURANCE (UI)** payments during November . . . down \$406,713 from the October UI payments figure of \$6,293,062. Last November, UI total payments were \$1,710,130. The average current UI payment was \$80.52 . . . last month \$79,35 . . . a year ago \$63.06. In the November survey week, 23,153 claims were filed by workers protected under the UI program . . . 1,992 more than in October when 21,161 were filed. In November 1974, UI claims were filed by 10,143 workers.

**HOURS and EARNINGS** decreased slightly over the month... with a shorter workweek in manufacturing... particularly in stone, clay and glass with weather the cause. The drop in hourly earnings occurred generally in farm machinery and retail and wholesale trade. Overtime hours also declined in farm machinery... and in chemicals and allied products.

Cautious hiring by employers and the reluctance of workers to quit their jobs give a vivid summation of the November **LABOR TURNOVER** situation in Iowa. Separations on the whole were down from a year ago due to the fewer number of quits. Layoffs also occurred at a substantially unchanged rate. Almost without exception, new hires—a part of total accessions—were down in every industry . . . this trend carrying over to a major part of total accessions.

WHAT'S UP AHEAD?... Seasonal employment losses due to the coming of winter have been less than anticipated... mainly because of unusually warm weather throughout November. Construction has continued stronger than normal statewide. However, the demand for ag workers dropped to nearly nothing. Retail hiring showed some of its upswing in preparation for the holiday shopping season... but not on a grand scale—and not expected to be. Caution is still the key word, keeping a watchful eye on economic developments at home... across the nation... and abroad.

# Table II - Civilian Labor Force by Place of Residence (Thousands)

	lowa		Cec	lar Rap	ids	Coun	cil Blu	ffs 5/	Da	venpor	t 5/	D	es Moines *	• •		ubuqu	9	S	ioux Ci	ty		aterloc dar Fa	
Nov.	Oct.	Nov.				Nov.						Nov.	Oct.	The second secon	L CONTRACTOR	200	The second second	Nov.			Nov.		
1975	1975	1974	1975	1975	19/4	1975	1975	19/4	1975	1975	1974	1975	1975	1974	1975	1975	1974	1975	1975	19/4	1975	1975	1974
Resident Civilian		717 1	1										12/35					1		4-12-3			- 110
Labor Force 1/1,365.4	1,385.0		81.6			40.5			70.3		69.1	167.9	167.7	The second second	42.7	42.8	42.8	56.0	56.4	55.2	63.8	64.0	62.2
Resident Unemployed 75.0	71.2	36.9	4.1	4.2	1.7	2.8	2.8	1.6	4.5	4.3	2.0	9.5	9.3	4.7	3.0	3.0	1.5	2.6	2.5	1.7	4.6	4.6	1.9
Percent Unemployed 5.5	5.1	2.8	5.0	5.1	2.2	6.8	6.6	4.0	6.5	6.1	2.9	5.7	5.6	2.9	7.1	7.1	3.6	4.6	4.4	3.0	7.2	7.2	3.1
Seasonally Adjusted 6.4	6.9	3.3		*	*			*					*	*	*			. *			EIST T	Bull.	uselosis.*
Resident Total Employment 2/1,290.5	1,313.8	1,270.0	77.5	77.8	77.4	37.8	38.7	39.1	65.7	66.2	67.1	158.3	158.4	158.4	39.7	39.8	41.3	53.4	53.9	53.5	59.2	59.4	60.3
Nonagricultural Wage								1									- Frank	A most					
and Salary 3/ 995.7	998.0	988.9	69.3	69.4	69.6	31.8	32.4	33.3	58.9	59.3	60.5	142.3	142.2	143.2	34.3	34.2	36.1	45.2	45.4	45.7	52.5	52.6	53.9
Self-employed, unpaid family					La land	Mean																	
and domestic workers 4/ 143.6	140.1	134.1	5.8	5.6	5.5	3.4	3.4	3.4	5.2	5.1	5.0	13.1	12.7	12.4	3.0	2.9	3.0	5.7	5.6	5.5	5.0	4.9	4.8
Agriculture 151.1	175.7	147.0	2.4	2.3	2.3	2.6	3.0	2.5	1.6	1.9	1.6	2.9	3.4	2.8	2.3	2.6	2.2	2.5	2.8	2.4	1.7	2.0	1.6
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Latest month's data is preliminary. Detail may not add up to total due to rounding. Council Bluffs and Davenport areas include lowa portions only. \* Data not available in time of publication. (March, 1974 benchmark levels)

Table V. Iowa Manufacturing Labor Turnover Rates 1/

<sup>2/</sup> Includes nonagricultural wage and salary; self-employed, unpaid family, and domestic workers; and agriculture. 4/ Includes nonagricultural self-employed persons, unpaid family workers, and domestic workers in private households.

5/ Data for CETA programs in these areas are based on a "BLS census share" method and are not technically comparable to figures published here.

	Nove	mber 1975	Oct	ober 1975	November 1974			
	Total	Women	Total	Women	Total	Women		
EMPLOYMENT SERVICE				- Margin e				
New applicants	8,175	3,822	11,304	5,519	7,055			
Total placements	6,638	2.571	11,077	4,491	5,555			
Nonagricultural	6,382	2,527	10,619	4,374	5,331			
Agricultural	256	44	458	117	224			
New job openings 1/	9,205		14,597	•	7,183			
Active applicants	44,298	23,815	67,181	35,113	69,290	35,195		
UNEMPLOYMENT					Language and			
INSURANCE								
Initial claims	13,080	4.075	11,057	3,749	9,696	2,948		
Continued claims	81,140	30,919	77,092	30,181	32,852	14,354		
First payments issued	4,114	1,547	5.341	2.023	2,668	1,125		
Total weeks paid	73,105	27,285	79,303	29,650	27,118	12,362		
Total payments	5,886,349	1,869,176	6,293,062	2,000,109	1,710,130	690.948		
Average weekly payment.	\$80.52	\$68.51	\$79.35	\$67.46	\$63.06	\$55.89		
Average weekly payment -	100000000000000000000000000000000000000							
total unemployment	\$81.77	\$69.83	\$80.61	\$68.85	\$65.24	\$58.56		

	ACCESSION RATES							SEPARATION RATES							
		Total			New Hires Total			Total	otal Quits				Layoffs		
	Nov. 1975	Oct. 1975	Nov. 1974	Nov. 1975	Oct. 1975	Nov. 1974	Nov. 1975	Oct. 1975	Nov. 1974	Nov. 1975	Oct. 1975	Nov. 1974	Nov. 1975	Oct. 1975	Nov. 1974
MANUFACTURING	2.4	3.3	2.6	1.6	2.2	2.0	3.1	3.6	3.8	1.2	1.7	1.9	1.4	1.2	1.3
Durable Goods Stone, clay & glass products		3.1	2.3	1.0	1.8	1.9	3.0	3.4	3.4	1.0	1.4	1.5	1.5	1.3	1.2
Primary metal industries		2.9	3.0	0.4	0.5	2.9	2.1	5.0	3.5	0.4	0.8	2.1	1.1	3.5	0.8
Fabricated metal products		3.0	3.9	1.1	2.1	3.6	4.8	3.8	5.4	1.2	2.1	2.4	3.1	0.8	2.1
Machinery except electrical		3.1	1.7	0.8	1.1	1.3	2.0	3.0	2.1	0.6	0.7	0.8	0.8	1.5	0.5
Electrical equipment & supplies		2.3	2.0	1.0	1.9	1.6	3.1	3.1	3.7	1.2	1.6	1.4	1.4	0.9	1.7
Other durable goods		3.9	2.3	1.8	3.3	2.1	4.1	4.1	4.6	1.4	2.2	2.1	2.3	1.1	1.7
Nondurable Goods		3.6	3.1	2.5	2.7	2.2	3.3	4.0	4.5	1.6	2.3	2.4	1.2	1.0	1.5
Food & kindred products Meat products		3.8	3.6	2.3	2.6	2.3	4.1	4.5	4.8	1.7	2.4	2.5	1.9	1.7	1.6
Printing & publishing	4.7	4.5	4.8	2.8	2.3	2.4	5.1	3.8	5.9	1.9	2.1	2.7	2.9	1.4	2.4
Rubber, plastics & leather prod.	2.2	3.1	2.6	1.9	2.6	2.1	1.9	2.9	2.4	1.7	2.2	1.9	0.1	0.3	0.2
Other nondurable goods	4.0	4.2	2.8	1.6	2.2	1.5	2.6	3.7	6.8	1.0	1.8	2.2	0.5	0.3	1.0

### Table IV - Iowans Receiving Unemployment Insurance 1/

	Total			Women		Unemployed 5 Weeks or Longer				
Nov.	Oct.	Nov.	Nov.	Oct.	Nov.	Nov.	Oct.	Nov.		
1975	1975	1974	1975	1975	1974	1975	1975	1974		
Total23,153	21,161	10,143	8,706	8,150	4,326	14,525	13,051	4,592		
Contract Construction 2,756	1,558	1,625	78	84*	41*	1,375	949*	435		
Manufacturing10,404	10,785	4,113	3,795	3,857	1,886	6,245	7,017	1,958		
Durable Goods 7,432	7,800	2,525	2,235	2,647	1,111	3,497	5,378	1,103		
Nondurable Goods 2,972	2,985	1,588	1,560	1,217	775	2,748	1,639	855		
Trade 4,816	4,084	2,101	2,200	2,042	1,096	3,486	2,517	1,103		
Services 2,794	2,660	1,332	1,815	1,590	907	1,975	1,613	626		
All other industry 2,383	2.074	973	818	577*	396*	1,444	955*	470		

<sup>1/</sup> The insured unemployed are counted during the week including the 12th and are based on a survey of claims filed during the week including the 19th. \* Less than 5 per cent of total insured unemployed.

# Table VI - Hours and Earnings for Manufacturing Production Workers in Selected Iowa Areas 1/

		Average We Earnings		1 / 1 / 2 / 2 / 2 / 2 / 2 / 2 / 2 / 2 /	age We	ekly	Average Hourly Earnings				
	Nov. 1975	Oct. 1975	Nov. 1974	Nov. 1975	Oct. 1975	Nov. 1974	Nov. 1975	Oct. 1975	Nov. 1974		
Cedar Rapids	\$219.45	\$223.18	\$207.06	39.9	40.8	40.6	\$5.50	\$5.47	\$5.10		
Davenport	272.57	260.17	267.60	40.5	39.3	44.9	6.73	6.62	5.96		
Des Moines	233.42	237.69	215.67	39.7	40.7	39.5	5.85	5.84	5.46		
Dubuque	265.60	275.67	265.65	40.0	40.6	41.9	6.64	6.79	6.34		
Sioux City	184.40	184.79	175.03	38.1	38.1	39.6	4.84	4.85	4.42		
Waterloo	271.76	269.74	258.75	40.5	40.2	41.6	6.71	6.71	6.22		

See footnote - Table VIII

<sup>1/</sup> Includes unemployed and employed individuals. Establishment employment data is adjusted to commuting, multiple job-holding, and unpaid absence patterns.

<sup>3/</sup> Includes all full and part-time wage and salary workers, excluding domestics, who were employed or involved in a labor-management dispute during the week including the 12th of the month.

<sup>1/</sup> Limited to nonagricultural activities.

<sup>2/</sup> Revised Figure

<sup>\*</sup> Data not available.

<sup>2/</sup> October placements revised.

<sup>1/</sup> Figures presented are expressed as a rate per 100 employees. \* Less than .05.

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His comment was prophetic. For Rosie the Riveter and Stella the Steamfitter and thousands of women like them rolled up their sleeves and stepped into the jobs vacated by men who had gone to war. They boldly filled vacancies traditionally held by men only—and proved they were completely capable of doing the job. Their efforts indicated there was no job they couldn't handle. And their work played an important role in winning the war.

But after the war, things got back to normal with the attitude that "a woman's place is in the home" dominating the nation's thinking. Women relinquished their nontraditional jobs to the returning veterans, thousands of them going back to the duties of homemaking. And those who remained in the labor force—a substantial number—were mainly relegated to low paying jobs.

But times are changing. Once more, women are emerging as competent workers in nontraditional occupations, ready to do "a man's job." As an increasing number of them contribute to or become the sole support of their families, they're asking that they be considered, it qualified, for all job opportunities—not just "women's jobs."

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Many are being encouraged to do so.

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to inform women about nontraditional job opportunities, the training needed to qualify for these jobs and the importance of planning work careers. The plan reminded state agency personnel to remove all references to sex from job orders to avoid limiting applicants for available jobs. The plan also provided special counseling information for women.

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### Began in the 'Sixties

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And in its Civil Rights Act of 1965, as amended, Iowa made it illegal to discriminate in employment on the basis of sex, among other factors.

With these gains—plus the fact that in the past 20 years 17 million women have joined the national labor force compared to less than 12 million men, women's upgrading in the world of work is fairly assured. And if the trend continues, as many women will be in the labor force at the turn of the century as men.